

Message Text

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PAGE 01 TEHRAN 02438 281209Z

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ACTION NEA-05

INFO OCT-01 ISO-00 /006 W

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R 281145Z MAR 74

FM AMEMBASSY TEHRAN

TO SECSTATE WASHDC 5902

UNCLAS TEHRAN 2438

FOR NEA/EX

E.O. 11652: N/A

TAGS: AFSP, IR

SUBJ: LOCAL WAGE INCREASE

REF: STATE 52848

1. ADDITIONAL FUNDS REQUIRED FOR FY 74 TO COVER INCREASE ARE \$6,241 FOR PROGRAM AND \$31,722 FOR SHARED.

2. AS PART OF NEW SALARY TABLE WE INTEND TO MAKE A DIRECT FRINGE BENEFIT PAYMENT TO EACH GRADE BASED ON PERCENTAGE OF INCREASE DUE TO MONETIZATION OF FRINGE BENEFITS. THE FOLLOWING ADJUSTED FRINGE BENEFITS ARE INCLUDED FOR THIS BENEFIT PAYMENT: MEDICAL; MATERNITY BENEFITS; FAMILY ALLOWANCE; REDUCED COST OR FREE VACATION TRAVEL; FREE OR REDUCED COST MEALS; EMERGENCY (SHORT-TERM) LOANS; HOUSING LOANS; RECREATION FACILITIES.

3. THE FRINGE BENEFIT PAYMENT WILL BE A FLAT SUM WHICH WILL NOT VARY BY STEP BUT WILL VARY BY GRADE.

4. USING THIS METHOD OF CALCULATION, EACH EMPLOYEE WILL RECEIVE AN INCREASE IN BASE PAY PLUS BENEFITS WITHIN THE ACROSS-THE-BOARD 16 PERCENT INCREASE. WE FEEL THIS METHOD OF PAYMENT IS EQUITABLE SINCE BONUS, SEVERANCE PAY, STEP INCREASES, RETIREMENT WILL BE FIGURED ONLY ON BASE PAY AND NOT ON THESE FRINGE BENEFITS. THIS IS IN ACCORDANCE WITH LOCAL PRACTICE.

5. SINCE IT WOULD BE EXCEEDINGLY AWKWARD TO TRY TO ASSIGN SPECIFIC UNCLASSIFIED

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AMOUNTS TO EACH FRINGE BENEFIT, WE ARE LUMPING THEM ALL TOGETHER

IN A TOTAL AMOUNT. IN DEVELOPING THE SCALE PRINCIPLE IS THAT BASE
PAY (BEFORE 16 PERCENT INCREASE) WILL NOT BE DECREASED AS A
RESULT OF NEW METHOD OF CALCULATION.
HELMS

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NNN

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